

WAGE DETERMINATION NO: 94-2393 REV (21) AREA: NC, FAYETTEVILLE

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REGISTER OF WAGE DETERMINATIONS UNDER

U.S. DEPARTMENT OF LABOR
WASHINGTON D.C. 20210

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William W. Gross Division of
Director Wage Determinations

Wage Determination No.: 1994-2393
Revision No.: **21**

Date Of Last Revision: 07/12/2001

States: North Carolina, South Carolina

Area: North Carolina Counties of Beaufort, Bladen, Brunswick, Carteret, Columbus, Craven, Cumberland, Dare, Duplin, Greene, Harnett, Hoke, Hyde, Johnston, Jones, Lee, Lenoir, Martin, Moore, New Hanover, Onslow, Pamlico, Pender, Pitt, Richmond, Robeson, Sampson, Scotland, Tyrrell, Washington, Wayne, Wilson
South Carolina Counties of Dillon, Horry, Marion, Marlboro

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION TITLE

MINIMUM WAGE RATE

Administrative Support and Clerical Occupations

Accounting Clerk I	8.04
Accounting Clerk II	10.04
Accounting Clerk III	12.77
Accounting Clerk IV	14.27
Court Reporter	10.40
Dispatcher, Motor Vehicle	11.96
Document Preparation Clerk	8.28
Duplicating Machine Operator	8.28
Film/Tape Librarian	8.99
General Clerk I	7.03
General Clerk II	7.92
General Clerk III	8.64
General Clerk IV	9.69
Housing Referral Assistant	15.48
Key Entry Operator I	8.07
Key Entry Operator II	8.79
Messenger (Courier)	6.74
Order Clerk I	8.25
Order Clerk II	9.01
Personnel Assistant (Employment) I	8.00
Personnel Assistant (Employment) II	8.98
Personnel Assistant (Employment) III	11.55
Personnel Assistant (Employment) IV	14.95
Production Control Clerk	13.60
Rental Clerk	8.09
Scheduler, Maintenance	9.30
Secretary I	9.30
Secretary II	11.96
Secretary III	15.48
Secretary IV	17.20
Secretary V	19.03
Service Order Dispatcher	9.30

Stenographer I	7.20
Stenographer II	8.09
Supply Technician	16.74
Survey Worker (Interviewer)	10.40
Switchboard Operator-Receptionist	8.26
Test Examiner	11.96
Test Proctor	11.96
Travel Clerk I	8.54
Travel Clerk II	9.12
Travel Clerk III	9.74
Word Processor I	8.28
Word Processor II	9.30
Word Processor III	11.96
Automatic Data Processing Occupations	
Computer Data Librarian	10.81
Computer Operator I	12.05
Computer Operator II	14.48
Computer Operator III	17.57
Computer Operator IV	18.13
Computer Operator V	20.08
Computer Programmer I (1)	13.14
Computer Programmer II (1)	16.19
Computer Programmer III (1)	19.34
Computer Programmer IV (1)	22.03
Computer Systems Analyst I (1)	18.14
Computer Systems Analyst II (1)	21.71
Computer Systems Analyst III (1)	25.85
Peripheral Equipment Operator	11.19
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	17.32
Automotive Glass Installer	13.57
Automotive Worker	13.57
Electrician, Automotive	15.06
Mobile Equipment Servicer	12.09
Motor Equipment Metal Mechanic	15.06
Motor Equipment Metal Worker	13.57
Motor Vehicle Mechanic	15.06
Motor Vehicle Mechanic Helper	11.33
Motor Vehicle Upholstery Worker	13.57
Motor Vehicle Wrecker	13.57
Painter, Automotive	14.52
Radiator Repair Specialist	13.57
Tire Repairer	11.68
Transmission Repair Specialist	15.06
Food Preparation and Service Occupations	
Baker	13.08
Cook I	11.58
Cook II	13.08
Dishwasher	8.48
Food Service Worker	8.48
Meat Cutter	13.08
Waiter/Waitress	9.32
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	16.24
Furniture Handler	10.92
Furniture Refinisher	16.24
Furniture Refinisher Helper	12.70

Furniture Repairer, Minor	14.45
Upholsterer	16.24
General Services and Support Occupations	
Cleaner, Vehicles	8.48
Elevator Operator	8.48
Gardener	11.18
House Keeping Aid I	7.58
House Keeping Aid II	8.48
Janitor	8.48
Laborer, Grounds Maintenance	9.32
Maid or Houseman	7.58
Pest Controller	12.34
Refuse Collector	8.48
Tractor Operator	10.84
Window Cleaner	9.32
Health Occupations	
Dental Assistant	10.44
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.52
Licensed Practical Nurse I	9.56
Licensed Practical Nurse II	10.74
Licensed Practical Nurse III	12.01
Medical Assistant	10.13
Medical Laboratory Technician	10.74
Medical Record Clerk	9.34
Medical Record Technician	12.93
Nursing Assistant I	7.65
Nursing Assistant II	8.60
Nursing Assistant III	9.38
Nursing Assistant IV	10.54
Pharmacy Technician	11.63
Phlebotomist	10.74
Registered Nurse I	14.87
Registered Nurse II	18.18
Registered Nurse II, Specialist	18.18
Registered Nurse III	22.01
Registered Nurse III, Anesthetist	22.01
Registered Nurse IV	26.38
Information and Arts Occupations	
Audiovisual Librarian	14.96
Exhibits Specialist I	13.81
Exhibits Specialist II	16.72
Exhibits Specialist III	19.95
Illustrator I	13.81
Illustrator II	16.72
Illustrator III	19.95
Librarian	18.56
Library Technician	11.63
Photographer I	13.30
Photographer II	13.81
Photographer III	16.72
Photographer IV	19.95
Photographer V	24.15
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	6.36
Counter Attendant	6.36
Dry Cleaner	7.67
Finisher, Flatwork, Machine	6.36

Presser, Hand	6.36
Presser, Machine, Drycleaning	6.36
Presser, Machine, Shirts	6.36
Presser, Machine, Wearing Apparel, Laundry	6.36
Sewing Machine Operator	8.21
Tailor	8.77
Washer, Machine	6.83
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	17.34
Tool and Die Maker	19.02
Material Handling and Packing Occupations	
Forklift Operator	10.04
Fuel Distribution System Operator	10.39
Material Coordinator	11.16
Material Expediter	11.16
Material Handling Laborer	7.60
Order Filler	9.06
Production Line Worker (Food Processing)	9.72
Shipping Packer	9.18
Shipping/Receiving Clerk	9.18
Stock Clerk (Shelf Stocker; Store Worker II)	12.14
Store Worker I	9.13
Tools and Parts Attendant	10.82
Warehouse Specialist	10.82
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	17.10
Aircraft Mechanic Helper	12.70
Aircraft Quality Control Inspector	18.00
Aircraft Servicer	14.45
Aircraft Worker	15.34
Appliance Mechanic	16.24
Bicycle Repairer	13.11
Cable Splicer	17.10
Carpenter, Maintenance	16.24
Carpet Layer	15.34
Electrician, Maintenance	19.77
Electronics Technician, Maintenance I	17.80
Electronics Technician, Maintenance II	19.78
Electronics Technician, Maintenance III	20.67
Fabric Worker	14.46
Fire Alarm System Mechanic	17.10
Fire Extinguisher Repairer	13.57
Fuel Distribution System Mechanic	17.10
General Maintenance Worker	15.34
Heating, Refrigeration and Air Conditioning Mechanic	17.10
Heavy Equipment Mechanic	17.10
Heavy Equipment Operator	13.93
Instrument Mechanic	17.10
Laborer	9.64
Locksmith	16.24
Machinery Maintenance Mechanic	16.61
Machinist, Maintenance	16.69
Maintenance Trades Helper	12.70
Millwright	17.10
Office Appliance Repairer	16.24
Painter, Aircraft	16.24
Painter, Maintenance	16.24

Pipefitter, Maintenance	17.10
Plumber, Maintenance	16.24
Pneudraulic Systems Mechanic	17.10
Rigger	17.10
Scale Mechanic	15.34
Sheet-Metal Worker, Maintenance	17.10
Small Engine Mechanic	15.34
Telecommunication Mechanic I	17.10
Telecommunication Mechanic II	18.00
Telephone Lineman	17.10
Welder, Combination, Maintenance	17.10
Well Driller	17.10
Woodcraft Worker	17.10
Woodworker	13.57
Miscellaneous Occupations	
Animal Caretaker	10.07
Carnival Equipment Operator	10.84
Carnival Equipment Repairer	11.58
Carnival Worker	8.48
Cashier	7.30
Desk Clerk	8.94
Embalmer	15.81
Lifeguard	9.02
Mortician	15.81
Park Attendant (Aide)	11.32
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.01
Recreation Specialist	12.39
Recycling Worker	10.84
Sales Clerk	8.58
School Crossing Guard (Crosswalk Attendant)	8.48
Sport Official	7.97
Survey Party Chief (Chief of Party)	16.86
Surveying Aide	9.96
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.64
Swimming Pool Operator	13.86
Vending Machine Attendant	11.49
Vending Machine Repairer	13.86
Vending Machine Repairer Helper	11.49
Personal Needs Occupations	
Child Care Attendant	8.94
Child Care Center Clerk	11.56
Chore Aid	8.55
Homemaker	13.98
Plant and System Operation Occupations	
Boiler Tender	16.42
Sewage Plant Operator	16.24
Stationary Engineer	17.10
Ventilation Equipment Tender	12.70
Water Treatment Plant Operator	16.24
Protective Service Occupations	
Alarm Monitor	10.41
Corrections Officer	12.04
Court Security Officer	12.04
Detention Officer	12.04
Firefighter	12.04
Guard I	7.03
Guard II	11.97

Police Officer	14.75
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	11.73
Hatch Tender	11.73
Line Handler	11.73
Stevedore I	11.05
Stevedore II	12.43
Technical Occupations	
Air Traffic Control Specialist, Center (2)	27.00
Air Traffic Control Specialist, Station (2)	18.62
Air Traffic Control Specialist, Terminal (2)	20.50
Archeological Technician I	12.31
Archeological Technician II	13.84
Archeological Technician III	16.72
Cartographic Technician	19.10
Civil Engineering Technician	16.72
Computer Based Training (CBT) Specialist/ Instructor	20.72
Drafter I	10.87
Drafter II	13.30
Drafter III	13.81
Drafter IV	16.72
Engineering Technician I	11.16
Engineering Technician II	13.66
Engineering Technician III	14.18
Engineering Technician IV	17.17
Engineering Technician V	21.47
Engineering Technician VI	25.97
Environmental Technician	16.14
Flight Simulator/Instructor (Pilot)	21.74
Graphic Artist	18.14
Instructor	17.16
Laboratory Technician	13.97
Mathematical Technician	16.72
Paralegal/Legal Assistant I	11.61
Paralegal/Legal Assistant II	16.70
Paralegal/Legal Assistant III	20.42
Paralegal/Legal Assistant IV	25.84
Photooptics Technician	16.72
Technical Writer	19.76
Unexploded (UXO) Safety Escort	17.16
Unexploded (UXO) Sweep Personnel	17.16
Unexploded Ordnance (UXO) Technician I	17.16
Unexploded Ordnance (UXO) Technician II	20.76
Unexploded Ordnance (UXO) Technician III	24.88
Weather Observer, Combined Upper Air and Surface Programs (3)	14.17
Weather Observer, Senior (3)	15.79
Weather Observer, Upper Air (3)	14.17
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	8.90
Parking and Lot Attendant	6.11
Shuttle Bus Driver	8.35
Taxi Driver	7.80
Truckdriver, Heavy Truck	11.58
Truckdriver, Light Truck	8.35
Truckdriver, Medium Truck	8.90
Truckdriver, Tractor-Trailer	11.58

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.02 an hour or \$80.80 a week or \$350.13 a month.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost),

reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included

in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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